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PROFESSIONAL DEVELOPMENT ASSOCIATIONS

One of the Coast Guard's most successful approaches to meeting our workforce challenges has been cultivation of long-standing partnerships with the National Naval Officers Association (NNOA), the Association of Naval Services Officers (ANSO), and the Women Officers Professional Association (WOPA)/Coast Guard Women's Leadership Association (CGWLA). These organizations share our vision for a diverse, highly capable workforce. Each association has consistently demonstrated its ability to incorporate innovative ideas in outreach/recruiting, training, professional development, and is a staunch advocate for retaining the best and brightest members. Our service continually benefits from the efforts of members affiliated with these premiere leadership oriented organizations. I encourage you to share this information and take advantage of the opportunities these organizations offer for professional development.

The National Naval Officers Association (NNOA) proactively outreaches to schools, churches, and community organizations. Its membership is a mainstay as a force multiplier in our efforts to recruit and retain a diverse workforce.

Through NNOA's outreach efforts, numerous young men and women receive their first introduction to the Coast Guard and are made aware of the opportunities available within our service. In particular, several current Coast Guard initiatives such as the Pre-Enlisted Program for Enlisted Personnel (PPEP), and the College Student Pre-Commissioning Initiative (CSPI) grew out of recommendations from NNOA. Recently, over 20 NNOA members from around the country volunteered to assist Coast Guard Academy Admissions as participants at college fairs and mentors to prospective cadets with a goal of increasing the number of minority students in the cadet corps.

NNOA's Conference includes more than 20 hours of educational and professional development workshops and seminars designed to enhance the attendee's knowledge while increasing their awareness of current and emerging issues that impact the careers of sea service officers (Coast Guard, Navy, and Marine Corps). The 2004 conference featured outstanding speeches/discussions with ADM Vern Clark (Chief of Naval Operations) and VADM Terry Cross (Vice Commandant of the Coast Guard), and an inspirational leadership presentation by Mr. Donald Phillips. There are always several workshops on officer career development in the Coast Guard led by me or other senior officers in the Human Resources Community.

The 2005 NNOA Conference will be held 8-12 August, in New Orleans, LA.

For more information on NNOA's history and mission, as well as the 2005 conference go to www.nnoa.org

The Association of Naval Services Officers (ANSO) promotes the recruitment, retention, and career potential of Hispanic officers and enlisted members of the naval services. ANSO's mission is to assist the sea services in attracting Hispanic candidates for commissioning programs, and to raise the quality of

Hispanic sea services personnel through mentoring, networking, and education so that they can compete successfully throughout their military careers. Like the NNOA, 8 ANSO members have recently volunteered to assist Coast Guard Academy Admissions in recruiting and mentoring prospective cadets with the goal of increasing the number of minority students in the cadet corps.

The annual ANSO Conference provides training on topics such as leadership, career development, mentorship, current initiatives affecting Hispanics, and a myriad of other subjects. Training sessions are usually facilitated by both civilian and senior military members who have first hand experience in these areas. There are always several workshops on officer career development in the Coast Guard led by me or other senior officers in the Human Resources Community. All of the aforementioned topics are extremely important to the development of all personnel (enlisted and officer) in the sea services.

The 2005 ANSO Conference will be held 11-15 April, in Washington, DC. For more information on ANSO history and mission, as well as the 2005 conference, go to www.ansomil.org

Women Officers Professional Association (WOPA) has served the interests of women in the sea services since 1978 through fostering and encouraging the education and professional development of women; providing forums for discussion of common issues and concerns affecting women in military career fields; promoting career planning for women service members; and providing educational materials concerning matters of interest to women in the sea services.

The newly commissioned **Coast Guard Women's Leadership Association (CGWLA)** shares similar goals with WOPA, and is open to all Coast Guard members and employees. In addition to championing professional development and networking events throughout the year, CGWLA and WOPA jointly sponsor an annual Women's Leadership Symposium. The 2004 Symposium featured high-energy speakers, networking opportunities, excellent panel discussions with RADM Sally Brice-O'Hara (Fifth District Commander) and RADM Deborah A. Loewer (USN, Vice Commander, Military Sealift Command), and a leadership award presentation by me. Educational breakout sessions were facilitated by civilian and military members to gain insight on important issues facing women in the sea services.

The 2005 Women's Leadership Symposium will be held 12-13 July at Fort Leslie J. McNair, Washington, DC. For more information on WOPA and CGWLA history and mission, as well as the 2005 Symposium, go to www.wopa.org or www.cgwla.org

Participation Highly Encouraged. NNOA, ANSO, and WOPA/CGWLA are truly exceptional professional development opportunities whether it's through local chapter activities, annual conferences, or symposiums. The annual conferences attract senior-level service leaders for remarks and frank discussions with attendees. They also allow for discussions on overall service direction, as well as superb workshops on career and professional development.

Limited funding is available from Headquarters to assist units in sending members/employees to these valuable events. An ALCOAST message

announcing each conference and encouraging attendance will be generated prior to each event. ***I encourage all of you to take advantage of the outstanding opportunities provided through affiliation with these professional organizations and ask you to support your subordinates' participation at these events.***

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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